

WEBVTT

1
00:00:00.659 --> 00:00:01.800
Joe Pellegrino: Any discussion on them.

2
00:00:04.740 --> 00:00:09.690
Joe Pellegrino: Okay hearing no discussion on them to somebody wants to make the motion to move the.

3
00:00:09.690 --> 00:00:10.800
Peter Mynarski: move to.

4
00:00:11.160 --> 00:00:11.639
Joe Pellegrino: The second.

5
00:00:12.420 --> 00:00:15.120
Joe Pellegrino: Second okay on favor.

6
00:00:15.990 --> 00:00:16.529
hi.

7
00:00:17.550 --> 00:00:22.770
Joe Pellegrino: Okay, so I think it's unanimous it's just four of us on or do we have all five now.

8
00:00:25.200 --> 00:00:26.070
Peter Mynarski: Andrew is there.

9
00:00:26.820 --> 00:00:27.870
Joe Pellegrino: Andrew was there yeah.

10
00:00:27.960 --> 00:00:29.490
Daniela Barcello: Kevin Kevin is not on, yet.

11
00:00:29.850 --> 00:00:30.180
Joe Pellegrino: Okay.

12
00:00:30.420 --> 00:00:48.510
Joe Pellegrino: It was four and 400 Okay, so this morning's meeting is really the quarterly review and some administrative cleanup from neu

13
00:00:49.590 --> 00:01:03.630
Joe Pellegrino: Last night, so he knows what my questions are and so Mike i'd like to turn over to you, like you, Eric in the team do your

14
00:01:04.260 --> 00:01:13.020
Michael Savinelli: Great Thank you will be efficient, with time that the two items we did want to talk about our standard portfolio review

15
00:01:13.320 --> 00:01:23.850
Michael Savinelli: And then, a minor clean up in the ips Appendix one that should be take a minute of the board's time, so we can dive righ

16
00:01:26.310 --> 00:01:35.430
Erik Knutzen: A great i'll i'll take over here and we're going to expedite this performance review, please ask questions if we go to go too

17
00:01:36.840 --> 00:01:45.870
Erik Knutzen: That we lived to age for just to highlight what an extraordinary environment we've been through over the last really 1415 mon

18
00:01:46.530 --> 00:01:54.390
Erik Knutzen: One of the most significant market drawdowns economic shocks that this country that the globe has ever experienced and that w

19
00:01:54.810 --> 00:02:08.280
Erik Knutzen: In the markets but we've also seen a remarkable recovery, at least in markets we're beginning to see the kind of recovery in

20
00:02:09.300 --> 00:02:19.080
Erik Knutzen: That you know, given the type of shock we experience was which appears to have been more like a natural disaster than then pe

21
00:02:19.530 --> 00:02:28.170
Erik Knutzen: And also because of the massive fiscal and monetary stimulus response that we've we've experienced and so you see relative to

22
00:02:28.740 --> 00:02:41.490
Erik Knutzen: As severe more rapid a drop down, but a much more rapid recovery, at least in capital markets and now in the next slide we st

23
00:02:42.420 --> 00:02:51.990
Erik Knutzen: equity markets of credit markets of risky asset markets over the last 12 months, and since the bottom on march 23 of last yea

24
00:02:52.410 --> 00:02:57.810
Erik Knutzen: 15 or over 13 months ago, what what an extraordinary time i'm that's been.

25

00:02:58.680 --> 00:03:10.200
Erik Knutzen: And so, as you now go from you know that was the last 12 months when you think about the first quarter of this year, we saw a

26
00:03:10.770 --> 00:03:21.420
Erik Knutzen: perform very strongly but interest rates rose causing bond markets investment grade bond markets government bond markets to a

27
00:03:21.690 --> 00:03:30.480
Erik Knutzen: Basically, everything did well or or the the rest of 2020 in the first quarter of this year, you saw a remarkable divergence

28
00:03:31.050 --> 00:03:45.390
Erik Knutzen: equity markets up and bond markets, which were down because of the rise and interest rate that's a quick snapshot of the of t

29
00:03:48.150 --> 00:04:01.530
Erik Knutzen: Yes, perfect Thank you Mike we show the will focus on the three months numbers up 1.77 that's 35 basis points ahead of your p

30
00:04:02.100 --> 00:04:19.560
Erik Knutzen: A fiscal year to date very, very strong up 16.27 over 4% ahead of the policy benchmark 10.95 and that reflects the strong reb

31
00:04:21.000 --> 00:04:26.040
Erik Knutzen: Because the because we know the the fiscal year to date numbers are incredibly important.

32
00:04:27.300 --> 00:04:36.570
Erik Knutzen: The we will suggest will just add that in April, so far, based on our preliminary numbers your portfolio was up about another

33
00:04:37.110 --> 00:04:49.080
Erik Knutzen: Through not yesterday, the day before i've been seeing yesterday's numbers and so based on that, and these are all preliminar

34
00:04:49.860 --> 00:04:55.320
Erik Knutzen: You know, with a couple months to go so very strong performance for the fiscal year.

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00:04:56.190 --> 00:05:04.860
Erik Knutzen: That the trailing one year is up 28.05 you know over 5% ahead of your policy benchmark.

36
00:05:05.220 --> 00:05:23.940
Erik Knutzen: And since inception, that the neuberger inception, at least, which is just shy of four years, one quarter shy four years up 8

37
00:05:25.020 --> 00:05:33.870
Erik Knutzen: fees as we show it on the next slide we dig in a little bit the top line is that is what I just covered in terms of the portf

38
00:05:34.230 --> 00:05:40.740
Erik Knutzen: The second set of numbers that financial composite numbers, we look at exclude public or excuse to the.

39
00:05:41.520 --> 00:05:59.730
Erik Knutzen: Private markets is more of an assessment of the day to day activities of our fun, given the longer dirty a longer kind of lea

40
00:06:00.750 --> 00:06:09.960
Erik Knutzen: Also for the fiscal year to date, and the one year period of time, and by you know, a similar amount 27 basis points per year

41
00:06:10.470 --> 00:06:18.720
Erik Knutzen: Since inception again net net of fees, we show the breakdown between defensive growth and real and diversified components and

42
00:06:19.140 --> 00:06:28.110
Erik Knutzen: You know here the big divergence, I think that is most important to look at is the difference between growth and real in dive

43
00:06:28.470 --> 00:06:36.930
Erik Knutzen: versus the defensive where government bonds declined down 4% so that your defensive component of your portfolio is negative,

44
00:06:37.380 --> 00:06:50.070
Erik Knutzen: This is an environment where positive where we're riskier assets didn't did very, very well, and so you know our expectation

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00:06:50.790 --> 00:06:59.820
Erik Knutzen: And we're biased in your portfolio towards the growth and real in diversifying in this environment so that was that was posit

46
00:07:00.870 --> 00:07:04.890
Erik Knutzen: To quickly look at attribution, and this is kind of our report card.

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00:07:06.060 --> 00:07:10.650
Erik Knutzen: And maybe best to go to the financial composite attribution on the next slide.

48
00:07:11.880 --> 00:07:17.790
Erik Knutzen: We, and we always look at the the the lower right hand numbers, the bolted numbers.

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00:07:18.570 --> 00:07:32.370
Erik Knutzen: We show that the 19 basis points of excess return for the financial composite in the far lower right corner, then, then we ju

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00:07:32.880 --> 00:07:51.990
Erik Knutzen: versus security selection and consistent with where we're trying to you know go with our with our process positive allocation

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00:07:54.180 --> 00:08:01.950
Erik Knutzen: kind of aspect of these numbers, the negative selection was primarily in commodities now, this was the result of a.

52
00:08:02.940 --> 00:08:09.030
Erik Knutzen: position we took on in the fourth quarter of last year in gold two person had exposure to gold.

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00:08:09.510 --> 00:08:22.620
Erik Knutzen: which was thinking on in part to hedge against the fact that we were taking significant equity risk elsewhere in your portfol

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00:08:23.820 --> 00:08:35.790
Erik Knutzen: And both gold has not done well over this time period we exited that position in middle of the the first quarter we've added

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00:08:36.240 --> 00:08:48.840
Erik Knutzen: Over this time period to help hedge against rising inflation and so from an allocation standpoint, the allocation to commodit

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00:08:49.530 --> 00:08:56.250
Erik Knutzen: was negative in aggregate the cost about eight basis points in the portfolio, but I just wanted to highlight.

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00:08:56.760 --> 00:09:12.060
Erik Knutzen: For all the things that went well in your portfolio under waiting government bonds over waiting equities over waiting reads a

58
00:09:13.140 --> 00:09:18.870
Erik Knutzen: Being negative for the quarter overall positive for for you over this time the other highlight I would.

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00:09:19.470 --> 00:09:30.750
Erik Knutzen: add is that emerging market equity, which has been a an area where we're looking for positive selection, but has been a chall

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00:09:31.440 --> 00:09:41.280
Erik Knutzen: Which is moving in the right direction, as we think i'd like to just take a quick moment and attribute the last 12 months bec

61
00:09:42.090 --> 00:09:45.150
Erik Knutzen: ternary period this isn't in your deck but will forward this this can be.

62
00:09:45.720 --> 00:09:52.890
Erik Knutzen: available for your for your review because of the the significant outperformance and this rebound from the the.

63
00:09:53.280 --> 00:10:00.660
Erik Knutzen: Market sell off that we saw last year we just wanted to look at this This also includes the transition from the prior.

64
00:10:01.140 --> 00:10:17.550
Erik Knutzen: strategic asset allocation approach to six months of the regime based as allocation approach and Eric on the lower right, you

65
00:10:18.990 --> 00:10:32.880
Erik Knutzen: 2% out of the 2.7% largest components of that was under waiting treasuries as rates rose over waiting small and mid CAP stock

66
00:10:33.480 --> 00:10:39.960
Erik Knutzen: And over waiting commodities over this time period and under waiting hedge funds, relative to the benchmark.

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00:10:40.590 --> 00:10:46.440
Erik Knutzen: In other you know before commodity or before hedge funds, got taken out of the got taken out of the benchmark.

68
00:10:47.010 --> 00:10:59.250
Erik Knutzen: So the basic view that we express coming out of the out of the crisis of over waiting riskier assets and reducing exposure to

69
00:10:59.820 --> 00:11:11.460
Erik Knutzen: helped drive performance over this time period on the positive side on selection very strong selection in you non us non us d

70
00:11:12.120 --> 00:11:22.590
Erik Knutzen: As well as in investment grade fixed income, where we maintain credit exposure that did very well coming out of the coming ou

71
00:11:23.070 --> 00:11:37.110
Erik Knutzen: pain points on the selection side emerging market equity, which I highlighted and then over this period us large CAP was nega

72
00:11:39.060 --> 00:11:51.000
Erik Knutzen: As as a reflection on one of the questions that that Joe asked how's the how's the new essay working is it still kind of fit

73
00:11:51.510 --> 00:12:04.470
Erik Knutzen: I would say yes, we it's six months with the new strategic asset allocation, we still believe that is, it is an appropriate t

74
00:12:05.310 --> 00:12:26.130
Erik Knutzen: Your target returns going forward which are somewhat or modest they've been reduced modestly, it sets up well to manage volat

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00:12:28.110 --> 00:12:39.240
Erik Knutzen: On asset allocation where we've been able to add value and focuses your management fees and the opportunity to add return pri

76
00:12:39.990 --> 00:12:49.530
Erik Knutzen: Of the of the the marketplace and at least over this six months period of time it's it's delivered strong returns, although t

77
00:12:51.150 --> 00:13:07.200
Erik Knutzen: that's an alligator so we're comfortable with the approach and think it's still you know good a good approach for the phone g

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00:13:11.670 --> 00:13:12.180
Mike Wacek: I guess.

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00:13:13.320 --> 00:13:14.850
Mike Wacek: Mr Chairman, may I speak.

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00:13:15.450 --> 00:13:16.710
Joe Pellegrino: Yes, please Mike go ahead.

81
00:13:17.130 --> 00:13:19.050
Mike Wacek: um I was.

82
00:13:20.730 --> 00:13:35.670
Mike Wacek: Trying to evaluate the financial composite performance so putting aside the private investments over over the past year and it

83
00:13:37.050 --> 00:13:50.340
Mike Wacek: I have personally constructed a little index ETF portfolio that was intended to mimic our essay target as it stood at that time

84
00:13:51.420 --> 00:13:55.200
Mike Wacek: And I have to admit that I didn't change.

85
00:13:56.280 --> 00:14:00.900
Mike Wacek: The allocations when we went to the regime based approach and.

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00:14:03.480 --> 00:14:13.620
Mike Wacek: It turns out, when I reviewed things more closely, that when we went to the regime based approach the board decided to.

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00:14:15.030 --> 00:14:24.960
Mike Wacek: The effect of what it did was to shift more of its target into fixed income compared to where we were before I hadn't really be

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00:14:25.440 --> 00:14:40.740
Mike Wacek: Our if you add up the pieces of fixed income and our new approach it's bigger so we shifted away from equity and more toward fi

89
00:14:41.850 --> 00:14:50.820
Mike Wacek: I found a 36% gain over the past 12 months, whereas you're showing can you go back to the page that shows.

90
00:14:53.220 --> 00:14:56.220
Mike Wacek: Our one year performance against the.

91
00:14:57.660 --> 00:14:59.040
Mike Wacek: Policy benchmark.

92
00:15:00.990 --> 00:15:01.710
Mike Wacek: So.

93
00:15:05.760 --> 00:15:06.720
Mike Wacek: Just the financial.

94
00:15:07.050 --> 00:15:07.410
Mike Wacek: The net.

95
00:15:07.980 --> 00:15:08.970
Erik Knutzen: yeah next day there you go.

96
00:15:09.000 --> 00:15:28.410
Mike Wacek: Right So there you see policy benchmark you show, at about 31% gain so whereas if we had left our essay allocations, the same,

97
00:15:29.490 --> 00:15:36.240
Mike Wacek: My little portfolio which I rebalance periodically to keep keep it in line, so I just.

98
00:15:37.650 --> 00:15:46.890
Mike Wacek: i've I was surprised I had been conscious that we had actually made a shift away from equities and toward fixed income.

99
00:15:48.270 --> 00:15:54.810
Mike Wacek: Does anybody else remember that, I mean it's it's my fault, and it is a board issue, not a.

100

00:15:55.860 --> 00:16:04.050
Mike Wacek: Not neuberger Berman, I mean we were all conscious of what we're doing but in shifting to the regime based we seem to have move

101
00:16:05.970 --> 00:16:10.440
Mike Wacek: Does that does that feel right does that seem right to to the neuberger guys like.

102
00:16:11.250 --> 00:16:23.310
Erik Knutzen: i'll comment, the regime base also the shift from that prior approach that mean variance optimization to the regime based als

103
00:16:24.600 --> 00:16:27.720
Erik Knutzen: Lower return target or going forward.

104
00:16:28.140 --> 00:16:34.200
Erik Knutzen: And, and so part of the shift was also a reduction in equities.

105
00:16:34.800 --> 00:16:45.840
Erik Knutzen: Relative and risk relative to relative to fixed income, the other big change Mike that would have helped drive that was that

106
00:16:46.350 --> 00:17:01.710
Erik Knutzen: portfolio, so it, not only was a shift from equity to fixed income on the margin, but it was we removed credit from that we m

107
00:17:01.740 --> 00:17:12.540
Erik Knutzen: has become component right so those two those two elements, you know, created a more conservative, but also a lower volatilit

108
00:17:13.500 --> 00:17:15.180
Erik Knutzen: Right expectation of outcomes.

109
00:17:15.240 --> 00:17:21.480
Erik Knutzen: And so, in the fourth quarter and first quarter of this year, you saw risky assets do very, very well in fixed income not do

110
00:17:21.900 --> 00:17:33.720
Erik Knutzen: At all So yes, I don't have the numbers i'll trust your portfolio, but just from a benchmark basis, you would have been you w

111
00:17:33.780 --> 00:17:44.340
Erik Knutzen: Was but that's but that also as an essay that was trying to generate a higher expected return, and we were expecting higher v

112
00:17:44.370 --> 00:17:45.660
Mike Wacek: As we can test yes.

113
00:17:46.290 --> 00:17:56.670
Mike Wacek: yeah and I know I know the Board was a little bit spooked by the fact that investment grade fixed income did not perform well 1

114
00:17:57.090 --> 00:18:12.990
Mike Wacek: We did consciously say look when we're talking about fixed income, we want that portfolio to be really safe right at least from

115
00:18:13.890 --> 00:18:18.240
Joe Pellegrino: Okay, any other questions at this point in eric's presentation.

116
00:18:19.500 --> 00:18:19.710
Joe Pellegrino: No.

117
00:18:19.770 --> 00:18:22.890
Joe Pellegrino: Okay hearing none Eric did you want to continue or.

118
00:18:23.160 --> 00:18:24.900
Erik Knutzen: yeah i'll just i'll just very quickly.

119
00:18:25.500 --> 00:18:27.090
Erik Knutzen: switch to looking forward.

120
00:18:27.150 --> 00:18:34.740
Erik Knutzen: So Mike let's just quickly look to that yeah so as we, as we look forward and think about your portfolio positioning.

121
00:18:35.700 --> 00:18:49.020
Erik Knutzen: Our overall global macro economic framework for the next 12 months is that we believe we are still in early to mid economic e

122
00:18:50.220 --> 00:19:01.830
Erik Knutzen: And that is that is supported by, of course, economic reopening as the virus gets under control in certain countries, althoug

123
00:19:02.370 --> 00:19:11.070
Erik Knutzen: An example but us and as making progress on vaccines UK ahead of us and Europe, we believe, by the third and fourth quarter w

124
00:19:12.120 --> 00:19:18.750
Erik Knutzen: Strong control in developed Asia and middle income, Asia and so that combined with.

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00:19:19.740 --> 00:19:27.900
Erik Knutzen: trillions of dollars of excess savings between one and a half and \$2 trillion in the US and estimated \$5 trillion of excess s

126
00:19:28.470 --> 00:19:42.270
Erik Knutzen: Some of that will get spent not all that some will get spend and then still unprecedented fiscal and monetary stimulus global

127
00:19:42.960 --> 00:19:51.660
Erik Knutzen: From you know more attempt more more intention of additional stimulus from you know the President, last night, and his address

128
00:19:52.050 --> 00:20:11.190
Erik Knutzen: This all creates an expectation of rising and improving growth that will be a multi year multi year period that leads to a hi

129
00:20:12.510 --> 00:20:21.330
Erik Knutzen: on the right side the Fed and other central banks are intent on keeping rates low chair Powell said it and said it and said i

130
00:20:22.050 --> 00:20:32.370
Erik Knutzen: Investors may or may not believe it, but the intent is to keep rates low and then on the inflation front to let inflation run

131
00:20:32.850 --> 00:20:39.300
Erik Knutzen: Their targets, you know for some for some period of time before they raise rates.

132
00:20:40.290 --> 00:20:51.660
Erik Knutzen: It is likely or possible that they will begin to discuss tapering their monetary stimulus later this year potentially a Jacks

133
00:20:52.440 --> 00:21:11.700
Erik Knutzen: And, but even then they would not begin reducing their purchases of securities their expansion of their balance sheet until a

134
00:21:13.590 --> 00:21:20.040
Erik Knutzen: What this too is, as I mentioned, still a positive environment for risky assets overall.

135
00:21:21.270 --> 00:21:36.120
Erik Knutzen: But you know with upside risk to inflation, it is quite possible that this is after 10 years of inflation and growth disappoi

136
00:21:37.320 --> 00:21:51.120
Erik Knutzen: And that's the the broad framework we're looking at when we look at the equity market within this framework we're looking at

137
00:21:51.690 --> 00:22:00.180
Erik Knutzen: Where our evaluations more attractive and where equity is more geared to improving growth or where they may not fully reflect

138
00:22:00.810 --> 00:22:10.680
Erik Knutzen: Economic reopening and that brings us to our positioning Mike on slide 26 and we can, this will be the last slide that I that

139
00:22:11.550 --> 00:22:29.220
Erik Knutzen: We want to be underweight relative to targets in your defensive bucket as we do believe interest rates will continue to rise

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00:22:30.390 --> 00:22:37.680
Erik Knutzen: Growth and real and diversifying assets for you, but, frankly, given the run we've seen an equities we've actually.

141
00:22:38.490 --> 00:22:50.160
Erik Knutzen: been trimming our equity overweight and last week after this exhibit was put together we turned about 1.2% out of your equity

142
00:22:50.670 --> 00:23:05.850
Erik Knutzen: We are underweight us large company stocks by one and a half percent 1.8% that's a little less now and US equity has been str

143
00:23:06.420 --> 00:23:12.630
Erik Knutzen: CAP stocks we took some gains and your developed market on us and equities and emerging market equities.

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00:23:13.110 --> 00:23:24.330
Erik Knutzen: And in aggregate we're about neutral inequities in your portfolio right now with a bias towards the more economically sensiti

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00:23:24.780 --> 00:23:34.950
Erik Knutzen: In your portfolio, we expect volatility in the markets, one of the questions Joe asked is what is the probability of a 10 to

146
00:23:35.520 --> 00:23:43.020
Erik Knutzen: we've had several three to 5% drawdowns three of them so far this year in a typical year.

147
00:23:43.620 --> 00:23:53.070
Erik Knutzen: There is a 10% drawdown in the s&p 500 that's the nature of equities that's the nature of a category with volatility of 18 to

148
00:23:53.700 --> 00:24:01.110
Erik Knutzen: And, and this is a higher volatility environment, so we would we would expect, for their volatility whether that's a 10% draw

149
00:24:01.530 --> 00:24:09.150
Erik Knutzen: Or you know, a couple more 5% drawdowns we do expect that and, frankly, we want to have some dry powder.

150

00:24:09.660 --> 00:24:15.960
Erik Knutzen: To be able to take advantage of that and buy back into stocks when we see some of that volatility, but for now.

151
00:24:16.380 --> 00:24:27.690
Erik Knutzen: we're a little bit more cautious in the equity portfolio component of your portfolio about neutral in equities, after having

152
00:24:29.130 --> 00:24:45.660
Erik Knutzen: Where we are overweight is in real assets, with an overweight and reads, which has been very, very productive and an overweig

153
00:24:47.280 --> 00:25:01.860
Erik Knutzen: All energy it's agriculture its industrial metals and sauce and that we've those areas we feel will both benefit from this re

154
00:25:02.520 --> 00:25:19.860
Erik Knutzen: Inflation inflation shocks and so that's where we're we're positioned in in your portfolio right now with that all pause afte

155
00:25:20.730 --> 00:25:35.550
Joe Pellegrino: Eric your time management it's really improving you're starting to get that fourth quarter feeling for this game, I like it

156
00:25:37.290 --> 00:25:44.190
Joe Pellegrino: So what I heard you really say is, while the economy, certainly looks like it's going to do very well going forward.

157
00:25:45.120 --> 00:25:52.710
Joe Pellegrino: Mike what I read through that is market values are really kind of pretty full here and therefore you do see some volatility

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00:25:52.950 --> 00:26:02.580
Joe Pellegrino: And I like the fact that you're positioning the portfolio neutral to equities right now I think that's what i'm hearing you

159
00:26:03.240 --> 00:26:14.580
Joe Pellegrino: And this is more encouragement and I want to say publicly i'm it's so easy to want to fight last year's war or previous war

160
00:26:15.000 --> 00:26:31.590
Joe Pellegrino: I remain very concerned still about exposure to fixed income I realize what we're limitations are, but I just want to say t

161
00:26:32.730 --> 00:26:45.870
Joe Pellegrino: Andrew probably has this on his fingertips, but um that's just not insignificant, I think you got serious potential for fur

162
00:26:46.290 --> 00:26:55.380
Joe Pellegrino: i'm concerned that we now have a regime in place that is not it's talking about trillions of dollars in multiple bills, tha

163
00:26:55.950 --> 00:27:03.990
Joe Pellegrino: With the Fed willing to absolutely hold rates in a position that's going to lead to not just completion.

164
00:27:04.500 --> 00:27:18.870
Joe Pellegrino: With the belief that inflation is going to just fall back, I think we have very high potential for a runaway inflation in i

165
00:27:19.950 --> 00:27:32.970
Joe Pellegrino: i'm worried that we, as a board are missing the whole thing that's happening in digital currencies i'm really concerned abo

166
00:27:33.780 --> 00:27:42.480
Joe Pellegrino: A phenomena that's just going away and that's something that is not for this meeting, but we should probably discuss that a

167
00:27:42.960 --> 00:27:53.460
Joe Pellegrino: Because i'm concerned that what's happening is what used to be gold as an alternative is now turning into digital currencie

168
00:27:54.030 --> 00:28:06.240
Joe Pellegrino: So i'm going to leave it at that Eric if you want to comment on anything that I brought up fine if not it's OK to I see Kev

169
00:28:06.450 --> 00:28:07.320
Erik Knutzen: And then we'll reach him.

170
00:28:07.350 --> 00:28:08.220
Joe Pellegrino: pointers question.

171
00:28:08.430 --> 00:28:19.770
Erik Knutzen: Sure very quickly it's a fair point on on fixed income and we are looking at you know we under waiting, we have less duration

172
00:28:21.420 --> 00:28:26.640
Erik Knutzen: amplify those of us, but also we could add some tips, for example in that portfolio to get some of that liquidity and.

173
00:28:27.090 --> 00:28:31.800
Erik Knutzen: and safety, but but you're to inflation that's something we're will definitely be looking at.

174
00:28:32.190 --> 00:28:45.810
Erik Knutzen: So something we're very cognizant of and it's a very good point so I can on digital currencies that it's quite possible that

175

00:28:46.920 --> 00:28:55.590
Erik Knutzen: bitcoin and other digital currencies are playing that kind of tell risk hedge or hedge against certain extreme outcomes going

176
00:28:56.220 --> 00:29:13.590
Erik Knutzen: That that gold may have played we have written a we've written a piece on on digital currency and bitcoin in particular that

177
00:29:14.280 --> 00:29:17.790
Joe Pellegrino: Okay appreciate that Kevin you're you're up.

178
00:29:20.040 --> 00:29:20.580
Joe Pellegrino: To this.

179
00:29:20.730 --> 00:29:22.380
Kevin Coyner: And previous slide you had.

180
00:29:23.850 --> 00:29:32.070
Kevin Coyner: There was a inflation section and you said, there was a reference to significant excess capacity i'm just kind of curious as

181
00:29:33.150 --> 00:29:36.030
Kevin Coyner: Where you see that significant excess capacity.

182
00:29:37.110 --> 00:29:44.850
Erik Knutzen: Yes, it's in turia so first of all, from a production standpoint we're you know our current capacity utilization using classi

183
00:29:46.080 --> 00:29:58.950
Erik Knutzen: Production as it is in the high 70s and, as a person and as an economy and usually inflation doesn't hit until you're in the

184
00:29:58.950 --> 00:30:02.910
Erik Knutzen: So using those classic measures of kind of.

185
00:30:04.050 --> 00:30:20.520
Erik Knutzen: productive capacity we're not quite at the point yet where inflation would be kicking in because of that, and the other eleme

186
00:30:21.810 --> 00:30:29.010
Erik Knutzen: calmness, including fed economists say the number is probably higher, it should be considered higher than that, and so you kn

187
00:30:30.270 --> 00:30:36.060
Erik Knutzen: Again excess capacity, so you can make a case that we're not going to experience serious inflationary.

188
00:30:36.870 --> 00:30:51.480
Erik Knutzen: More you know the Fed keeps using this return transitory inflation more structural or permanent or longer term inflation unti

189
00:30:52.500 --> 00:31:04.710
Erik Knutzen: that's that's not excess capacity and that's why we're going to have this debate both ourselves with you, with you know the i

190
00:31:05.400 --> 00:31:11.070
Erik Knutzen: Driven by base effects, driven by the fact that supply chains are being rebuilt, driven by the fact that you know people are.

191
00:31:11.370 --> 00:31:20.070
Erik Knutzen: struggling to come come back into the workforce for concerns about the pandemic because of unemployment benefits, or whatever

192
00:31:20.430 --> 00:31:31.560
Erik Knutzen: Those Labor market and supply chain, you know short term inefficiencies are which are causing some short term, you know price

193
00:31:32.460 --> 00:31:38.730
Erik Knutzen: spare capacity is potentially kind of being a headwind to inflation over the over the medium term.

194
00:31:39.510 --> 00:31:44.730
Kevin Coyner: yeah my concern there is that I think traditional measures of capacity utilization and other ways of looking at it.

195
00:31:45.390 --> 00:31:49.920
Kevin Coyner: aren't going to capture where we're already experiencing it, for instance chips shortages.

196
00:31:50.400 --> 00:31:55.800
Kevin Coyner: And how that reverberates through other industries, I mean even into traditional more durable good type things like you know.

197
00:31:56.280 --> 00:32:02.460
Kevin Coyner: I just saw the caterpillar is to says, taking down its earnings estimates for the third quarter because they're expecting chi

198
00:32:03.120 --> 00:32:14.430
Kevin Coyner: And so I think you know there, there may be significant excess capacity in some traditional areas, but I think in the areas w

199
00:32:15.510 --> 00:32:19.890
Kevin Coyner: That and that's why I think that we're going to have more inflationary problems with people are giving credit for here yeah.

200

00:32:20.670 --> 00:32:27.090
Erik Knutzen: yeah we would argue, we would agree that that's the big that the bigger risk is to the upside on inflation, not to the downsi

201
00:32:27.630 --> 00:32:36.300
Erik Knutzen: On the chips on that may be an example of a of a more temporary driver inflation, because there's also been billions and bill

202
00:32:36.720 --> 00:32:48.030
Erik Knutzen: So we're going to get to a point where we won't have to have shortages, or at least that space that you know that's what you

203
00:32:49.830 --> 00:32:52.800
Joe Pellegrino: Okay, any other questions from any other trustee.

204
00:32:53.880 --> 00:32:58.380
Joe Pellegrino: Not not seeing any hands up anyone from the BT how many questions.

205
00:32:59.430 --> 00:33:00.960
Joe Pellegrino: And or anyone from the RTL.

206
00:33:02.550 --> 00:33:15.420
Joe Pellegrino: Okay Oh, I have to let's see who these are um we've got Scott towel hi scout and then we got brooks Harris after Scott okay

207
00:33:15.930 --> 00:33:19.800
Scott Kalb: hi guys Thank you and good to see everybody so.

208
00:33:20.880 --> 00:33:22.200
Scott Kalb: You know, one is it you know.

209
00:33:23.580 --> 00:33:25.980
Scott Kalb: The outlook it's it's very interesting.

210
00:33:27.180 --> 00:33:29.340
Scott Kalb: it's a challenging time.

211
00:33:30.450 --> 00:33:38.100
Scott Kalb: So very interesting view your presentation, you know don't particularly like the outlook for equities don't particularly like t

212
00:33:39.840 --> 00:33:51.870
Scott Kalb: doesn't leave you a whole lot of choices of places to go you can't really you know there's only so much you can do in terms of

213
00:33:53.580 --> 00:34:05.880
Scott Kalb: So I you know it is a challenging time, but I think, also the the flip side is that it's our job to allocate right that's what

214
00:34:06.390 --> 00:34:13.860
Scott Kalb: And we can we're really certain of it, you can't really go to cash, so we just have to allocate and do the best we can.

215
00:34:15.960 --> 00:34:23.070
Scott Kalb: And I think you guys it looks to me like your model is working really well so i'm i'm pretty satisfied with it.

216
00:34:24.720 --> 00:34:35.040
Scott Kalb: I wanted to just to address for a second, the two things that you that Joe mentioned one thing that Joe mentioned was the bitco

217
00:34:36.900 --> 00:34:48.870
Scott Kalb: idea, and that is just that I saw a presentation by a net Davis research I don't know if you know and Dr but their strategist h

218
00:34:49.380 --> 00:34:59.850
Scott Kalb: Simply having a half a percentage half a percentage point in bitcoin just a half a percent help to improve the.

219
00:35:00.660 --> 00:35:20.940
Scott Kalb: The returns, obviously, but also the risk profile, because it was completely non correlated, and so what you're seeing is a lot

220
00:35:22.890 --> 00:35:23.610
Scott Kalb: starter.

221
00:35:25.680 --> 00:35:37.200
Scott Kalb: It could be you know could could yield benefits to us the other thing is that I think is important for a portfolio that I i'd l

222
00:35:38.040 --> 00:35:55.380
Scott Kalb: I don't think we have an SG policy or responsible investing policy and you're seeing many, many pension funds, addressing the t

223
00:35:57.000 --> 00:36:10.200
Scott Kalb: But it's you know, regardless of what we do, we I don't think we should be silent on that, I think we should sort of at least h

224
00:36:11.460 --> 00:36:13.530
Scott Kalb: Because I you know I think that's important.

225

00:36:14.700 --> 00:36:15.720
 Scott Kalb: For us, and for the town.

226
 00:36:16.560 --> 00:36:21.570
 Joe Pellegrino: So that that sex some of the future good good comments Scott appreciate, I think.

227
 00:36:22.650 --> 00:36:31.740
 Joe Pellegrino: My My initial reaction is actually I think I want to put on the agenda, these two topics next month, certainly the digital

228
 00:36:33.240 --> 00:36:45.030
 Joe Pellegrino: opportunity and risk, and I think the CSP is is a very, very legitimate question for us as a board um let me go to brooks f

229
 00:36:47.790 --> 00:36:51.450
 Brooks Harris: Yes, hi Thank you, that was a very interesting presentation.

230
 00:36:52.680 --> 00:37:01.980
 Brooks Harris: You know, when you listen to Chairman Pal yesterday you know clearly he's not as concerned about is inflation is is some of

231
 00:37:02.940 --> 00:37:11.040
 Brooks Harris: The 70s and 80s might have been, and certainly we've had a low inflationary environment for for a very long time now, but I

232
 00:37:11.580 --> 00:37:15.390
 Brooks Harris: I think there is starting to be concerned about that that you mentioned that.

233
 00:37:15.990 --> 00:37:27.060
 Brooks Harris: equities are potentially overvalued they've had a great run but can you talk a little bit about how you think equities will

234
 00:37:27.330 --> 00:37:38.340
 Brooks Harris: On the other hand, you know reasonable discount rates will go up it's hard to know you know how they will perform so i'd lik

235
 00:37:39.630 --> 00:37:49.350
 Brooks Harris: give you some protection against inflation, are there other asset classes, that you would recommend if if one was concerned

236
 00:37:52.440 --> 00:38:03.270
 Erik Knutzen: So you know over longer cycles equities generally generate positive returns during inflationary environment not as

237
 00:38:04.590 --> 00:38:15.210
 Erik Knutzen: expansionary environments characterized by low inflation, those are the that's the best environment for equities and that's w

238
 00:38:15.690 --> 00:38:24.270
 Erik Knutzen: And another inflationary environments positive return now they have choppy and volatile and not as strong as other environmen

239
 00:38:24.660 --> 00:38:34.230
 Erik Knutzen: Longer long profile assets and then you know they can you know adjust operations like raise prices they respond and react to

240
 00:38:34.740 --> 00:38:41.040
 Erik Knutzen: And also that generally inflation is accompanied by overall positive economic growth which is positive, so.

241
 00:38:41.940 --> 00:38:55.650
 Erik Knutzen: In a rising inflationary environment, you know we would you know we're we're neutral equities right now but we're positioned

242
 00:38:57.240 --> 00:38:58.350
 Joe Pellegrino: Okay everybody's.

243
 00:38:58.680 --> 00:38:59.160
 Erik Knutzen: And then.

244
 00:39:00.540 --> 00:39:10.290
 Erik Knutzen: By the second question was how other assets so tips, we have the illiquid real assets were increasing exposure to real estate

245
 00:39:11.400 --> 00:39:22.920
 Erik Knutzen: And in other areas of real assets, so there are other you know areas that we can hedge tips are a classic way to hedge inflat

246
 00:39:26.280 --> 00:39:29.910
 Joe Pellegrino: really good questions, I think that wraps up the presentation.

247
 00:39:31.260 --> 00:39:34.920
 Joe Pellegrino: By neuberger on the portfolio um.

248
 00:39:36.450 --> 00:39:43.320
 Joe Pellegrino: Let me see that brings us then to the second topic I believe Michael.

249
 00:39:44.370 --> 00:39:45.180
 Joe Pellegrino: presented.

250

00:39:45.450 --> 00:39:46.590
Joe Pellegrino: I think we have some.

251
00:39:46.650 --> 00:39:51.480
Joe Pellegrino: Administrative things to clean up on the investment policy statement.

252
00:39:51.570 --> 00:39:55.830
Michael Savinelli: This can be very quick and this is a carry over from our discussion last month about.

253
00:39:56.490 --> 00:40:04.320
Michael Savinelli: See maze and the end the benchmarks, we we are updating benchmarks from 2020 to 2021 cna.

254
00:40:04.740 --> 00:40:17.550
Michael Savinelli: We would like to update these in the investment policy statement Appendix one as well for the town, so the ones that are

255
00:40:18.450 --> 00:40:26.130
Michael Savinelli: private credit and commodities benchmarks are what we would suggest for update into the ips Appendix one.

256
00:40:27.360 --> 00:40:38.370
Michael Savinelli: We assume that requires a board approval and vote in order to make those changes so we just wanted to present that and a

257
00:40:38.850 --> 00:40:47.970
Joe Pellegrino: Okay, so let's just open it up to discussion for the trustees does anyone have a question about this, I mean to me this is

258
00:40:48.750 --> 00:41:03.390
Joe Pellegrino: What I hear is newburgh neuberger Berman, is just telling us, they think these are better benchmarks by which we should be

259
00:41:05.250 --> 00:41:06.450
Joe Pellegrino: will see anyone's hands up.

260
00:41:06.450 --> 00:41:07.110
Joe Pellegrino: In a hero.

261
00:41:07.770 --> 00:41:08.070
Joe Pellegrino: yeah.

262
00:41:08.370 --> 00:41:17.790
Kevin Coyner: I yeah I guess if somebody could just speak to the private credit change to credit suisse leveraged blown index, I mean.

263
00:41:18.660 --> 00:41:32.040
Kevin Coyner: I tried to get any kind of a handle on the performance of these things is difficulty, I can you tell me why this one's going

264
00:41:32.610 --> 00:41:33.840
White, Andrew: yeah the.

265
00:41:33.900 --> 00:41:37.530
Erik Knutzen: The comparing private credit to a private equity index.

266
00:41:38.610 --> 00:41:47.790
Erik Knutzen: Is you know challenging private equity, as much as a higher expected return through time private credit has a lower expected

267
00:41:48.600 --> 00:41:57.150
Erik Knutzen: More cash generative but not as much appreciation so it's a it kind of puts us behind the starting line in terms of.

268
00:41:57.750 --> 00:42:07.980
Erik Knutzen: measurement the credit suisse leverage loan index is the closest public market proxy to what private credit is generally doin

269
00:42:08.460 --> 00:42:17.880
Erik Knutzen: Brett corporate credit, there is no perfect benchmark for private credit we This is just closer than than the private equity

270
00:42:19.680 --> 00:42:23.550
Joe Pellegrino: Okay i'm Mike wasted because you have your hand up.

271
00:42:24.270 --> 00:42:32.760
Mike Wacek: yeah so last time we I had raised the question about the commodities index, which you have, as the.

272
00:42:33.630 --> 00:42:44.130
Mike Wacek: GS ci and I wondered why that was better than Bloomberg because Bloomberg Bloomberg commodity index is broader based less energy

273
00:42:44.880 --> 00:42:55.050
Mike Wacek: And you acknowledge that, but you I see you've kept the you've kept the gic is the focus, let me.

274
00:42:55.740 --> 00:43:11.160
Mike Wacek: As the recommendation, let me ask about, we do have, even though our essay has no has a zero target, we do have on a tactical b

275

00:43:16.200 --> 00:43:17.160
Erik Knutzen: A broad base.

276
00:43:17.520 --> 00:43:20.850
White, Andrew: ETF in the GMC idea yeah it's.

277
00:43:21.060 --> 00:43:22.380
Mike Wacek: it's index to the.

278
00:43:22.590 --> 00:43:23.400
gci.

279
00:43:24.450 --> 00:43:25.050
White, Andrew: Correct okay.

280
00:43:25.710 --> 00:43:25.980
Mike Wacek: All right.

281
00:43:27.060 --> 00:43:27.420
Mike Wacek: Okay.

282
00:43:28.650 --> 00:43:42.750
Mike Wacek: So anyway, I raised the question last time, and you sticking with your recommendation I just make noting that and just wanted t

283
00:43:44.940 --> 00:43:57.660
Joe Pellegrino: Okay well i'll just want to make Scott i'll come to you in a second, I just want to make one comment Kevin we are going to

284
00:43:57.750 --> 00:43:59.550
Joe Pellegrino: Unless Michael seven le tells me it's.

285
00:43:59.550 --> 00:44:02.130
Michael Savinelli: June matt made 28 I think is the.

286
00:44:02.370 --> 00:44:19.350
Joe Pellegrino: Perfect yeah so Kevin I think that's a really good time to get into those questions because I just share with you my own vi

287
00:44:19.680 --> 00:44:24.180
Joe Pellegrino: So I think, ultimately, the question before the Board is always like are we getting enough.

288
00:44:24.210 --> 00:44:35.970
Joe Pellegrino: Net return to us as the investors in these products i'll leave that at that i'm Scott county you have a question on these b

289
00:44:37.200 --> 00:44:39.600
Scott Kalb: I just want to thank you, I just wanted to.

290
00:44:40.950 --> 00:44:47.580
Scott Kalb: follow up on something that Mike was pointing out, and that is at the discussion last time we you know.

291
00:44:48.870 --> 00:44:56.130
Scott Kalb: I think we'd also pointed out that there is the s&p GS ci light energy index.

292
00:44:58.170 --> 00:45:00.600
Scott Kalb: Which is also commonly used as a benchmark.

293
00:45:02.400 --> 00:45:03.030
Scott Kalb: and

294
00:45:03.660 --> 00:45:04.500
Scott Kalb: It is.

295
00:45:04.590 --> 00:45:06.900
Scott Kalb: A little more balanced in.

296
00:45:06.900 --> 00:45:09.720
Scott Kalb: terms of its exposures, I mean you can look it up.

297
00:45:09.780 --> 00:45:13.260
White, Andrew: You just look s&p jsc I liked.

298
00:45:13.980 --> 00:45:16.080
Scott Kalb: And I know that when we.

299
00:45:17.370 --> 00:45:27.240
Scott Kalb: When I was acting as an asset allocation, we chose to use the light index rather than the the simple gci, which is very energy

300

00:45:28.680 --> 00:45:30.810
 Scott Kalb: So I just want to again.

301
 00:45:32.430 --> 00:45:44.490
 Scott Kalb: raise that point, I think it relates to to to mike's concerns as well, but i'd love to hear if you guys have looked into it, or

302
 00:45:46.620 --> 00:45:52.740
 Erik Knutzen: yeah so I mean it's twofold one is the we acknowledge the points that have been made Jesse is more energy heavy.

303
 00:45:53.370 --> 00:46:09.720
 Erik Knutzen: When we look at implementing in the commodity sector, where we prefer the read, excuse me that the ETF that is managed agains

304
 00:46:10.860 --> 00:46:22.170
 Erik Knutzen: Some of that additional kind of inflation hedging associated with energy That said, there is a there is a reasonable ETF, we

305
 00:46:22.560 --> 00:46:36.120
 Erik Knutzen: You know this is where we would be perfectly comfortable using the using the be calm and we can shift the ETF exposure there

306
 00:46:37.230 --> 00:46:44.910
 Erik Knutzen: That if that's what the board prefers you know that's not we're comfortable with with that adjustment as well.

307
 00:46:45.390 --> 00:46:49.350
 Joe Pellegrino: My only question, there is the liquidity in the second one you're talking about.

308
 00:46:50.640 --> 00:47:01.590
 Joe Pellegrino: Sufficient relative to the first one, because my gut feeling is that you're picking the first one, because it has the most

309
 00:47:01.950 --> 00:47:05.160
 Erik Knutzen: In general, Andrew any thoughts, because we can also come back to the board and.

310
 00:47:05.220 --> 00:47:05.580
 White, Andrew: and

311
 00:47:06.030 --> 00:47:07.710
 Erik Knutzen: You know, with some additional support.

312
 00:47:07.830 --> 00:47:08.220
 Erik Knutzen: Was.

313
 00:47:08.490 --> 00:47:20.700
 White, Andrew: Buying this Andrew yeah I think Joe you're correct to the that kind of broad base ETF tracking the gst I has the most liquid

314
 00:47:21.810 --> 00:47:33.360
 White, Andrew: You know, we did look into the gta gci light, you know I think they're you know, certainly things that we like about it, tha

315
 00:47:34.440 --> 00:47:38.940
 White, Andrew: So from our standpoint, you know agreeing with everything that that Eric said, we can change it, but.

316
 00:47:39.300 --> 00:47:51.900
 White, Andrew: it's you know staying in line with our capital market assumptions, which are using the gci and having that easily accessible

317
 00:47:52.680 --> 00:47:55.470
 White, Andrew: yeah absolutely acknowledged the other points on pundit Bloomberg.

318
 00:47:56.040 --> 00:48:00.150
 Joe Pellegrino: So I know Mike waste, because it seems like before I turn to you.

319
 00:48:00.750 --> 00:48:09.540
 Joe Pellegrino: So what I really hear neuberger same and saying is they have the ETF that they would prefer to use, primarily because of th

320
 00:48:09.990 --> 00:48:24.870
 Joe Pellegrino: And therefore, they want to have an index that reflects it so that they don't have the diversion from the index versus what

321
 00:48:26.040 --> 00:48:37.110
 Joe Pellegrino: neuberger taking a second look at this may be coming back and thinking about it but i'm also very comfortable and respectfu

322
 00:48:38.220 --> 00:48:48.090
 Joe Pellegrino: I have no problem with them using an index that's more reflective of the ETF that they're using I think it's only fair that

323
 00:48:48.660 --> 00:48:59.490
 Joe Pellegrino: I think that barring any other questions, I think I would move the question of accepting the recommendation and voting on i

324
 00:49:00.660 --> 00:49:06.180
 Joe Pellegrino: and leaving it open to it always being understood the neuberger can come back to us next month.

325

00:49:06.960 --> 00:49:12.990
Joe Pellegrino: or they're after and say I upon further reflection here's what I think we should do in this particular.

326
00:49:13.860 --> 00:49:31.920
Joe Pellegrino: Investment or asset class, so if if everyone else on the board is comfortable with that i'd like to see us move this get th

327
00:49:33.810 --> 00:49:34.200
Mike Wacek: I am.

328
00:49:34.860 --> 00:49:35.280
Peter Mynarski: I am.

329
00:49:35.940 --> 00:49:41.790
Joe Pellegrino: Okay, great can I have a motion then on on the amendment to the investment policy statement.

330
00:49:42.270 --> 00:49:42.840
Kevin Coyner: So moved.

331
00:49:43.590 --> 00:49:45.840
Joe Pellegrino: Second, thank you so much, all in.

332
00:49:45.840 --> 00:49:46.380
favor.

333
00:49:48.330 --> 00:49:52.290
Joe Pellegrino: But that's unanimous Thank you so much so that concludes.

334
00:49:54.030 --> 00:50:09.780
Joe Pellegrino: A 51 That concludes the discussion with neuberger Bourbon healthy full complete and I want to just I have to add one last c

335
00:50:10.470 --> 00:50:26.250
Joe Pellegrino: etfs is starting to really pay off, and I think this board complement the board members of the BT and the our team that hav

336
00:50:27.360 --> 00:50:33.180
Joe Pellegrino: Really really strong benefits in the months and years ahead okay that all set.

337
00:50:34.350 --> 00:50:34.680
Mike Wacek: May.

338
00:50:34.830 --> 00:50:43.890
Mike Wacek: May I ask a question, can the I think there's another piece of housekeeping What about page to have that same presentation.

339
00:50:45.330 --> 00:50:50.430
Mike Wacek: don't, we also need to update the essay to reflect.

340
00:50:51.870 --> 00:50:56.490
Mike Wacek: The portfolio risk parameters that are indicated, there.

341
00:50:56.610 --> 00:50:57.840
Mike Wacek: Before is that automatic.

342
00:50:57.870 --> 00:51:20.010
Michael Savinelli: No, we do we we think that's a probably a longer discussion like if if it's something we could set up time to walk throu

343
00:51:20.040 --> 00:51:26.040
Joe Pellegrino: You have Mike do you have do you have a question there because I thought we already had the risk parameters built into this

344
00:51:26.970 --> 00:51:28.800
Mike Wacek: So, so, if you look at the.

345
00:51:30.060 --> 00:51:40.440
Mike Wacek: Appendix one in the investment policy statement approved on September 25 so it's the one on the town's website, it shows.

346
00:51:41.370 --> 00:51:59.460
Mike Wacek: At the bottom line in the table total portfolio risk limit which it says is the portfolio standard deviation based on the most

347
00:52:00.480 --> 00:52:10.140
Mike Wacek: But we've got a 2021 cma you can see that, on page two of the presentation here and the.

348
00:52:12.090 --> 00:52:14.220
Mike Wacek: indicated portfolio risk limit is.

349
00:52:16.470 --> 00:52:27.390
Mike Wacek: up from 11.7 so um they it just strikes me that I mean if we basically ratified everything else.

350

00:52:29.160 --> 00:52:30.180
Mike Wacek: shouldn't we.

351
00:52:31.290 --> 00:52:45.960
Mike Wacek: Since it the bit that Appendix one refers to the latest cma is the latest cma has a different number in it, so if we're going t

352
00:52:47.010 --> 00:52:53.760
Mike Wacek: You know the index benchmarks referred to in Appendix one why wouldn't we adjust the risk limit to.

353
00:52:54.210 --> 00:53:00.570
Michael Savinelli: And i'm sorry Mike yes you're correct that that would be part of this update as well yeah that's okay.

354
00:53:02.400 --> 00:53:15.540
Mike Wacek: All right, I mean the question I agree if we were to change the target allocations, that would be a bigger discussion, but if i

355
00:53:16.050 --> 00:53:19.380
Joe Pellegrino: yeah Okay, so can we do that, right now, we need to do that, next month.

356
00:53:20.640 --> 00:53:22.440
Michael Savinelli: We can do that concurrent.

357
00:53:23.610 --> 00:53:26.670
Joe Pellegrino: Okay, so what you need Michael from us.

358
00:53:27.960 --> 00:53:33.810
Michael Savinelli: If that requires an additional vote otherwise we would just implemented it, we would implement the.

359
00:53:35.490 --> 00:53:47.160
Michael Savinelli: As part of this line item here for total portfolio risk limit and send a an updated draft Appendix one to the board are

360
00:53:48.210 --> 00:53:55.080
Joe Pellegrino: Okay, I don't have a parliamentarian, but i'm not certain, I need to have a separate vote on that I need, I think it's alre

361
00:53:55.470 --> 00:54:04.260
Joe Pellegrino: Correct yeah unless anyone else feels differently, I think we should we can move on and I think Mike for raising the point

362
00:54:05.760 --> 00:54:06.090
Joe Pellegrino: Okay.

363
00:54:06.120 --> 00:54:06.930
Mike Wacek: Okay, good.

364
00:54:06.960 --> 00:54:16.500
Joe Pellegrino: Great alright That brings us to the second part of our Thank you guys, by the way, neuberger Berman Eric that was outstandi

365
00:54:16.830 --> 00:54:18.330
Erik Knutzen: Thank you very much thank you all.

366
00:54:19.980 --> 00:54:20.460
Mike Wacek: By Eric.

367
00:54:21.060 --> 00:54:21.480
Mike Wacek: All right.

368
00:54:21.870 --> 00:54:32.130
Joe Pellegrino: That brings us to enter the creative side and we're like can take over there, go through what you need to get done Kim and

369
00:54:32.580 --> 00:54:43.170
Joe Pellegrino: Kevin has a point that he's going to want to make I mean ministry native side so chant let's get through it, if possible AS

370
00:54:44.670 --> 00:54:45.360
Ken Berkson: That you.

371
00:54:47.730 --> 00:55:02.100
Ken Berkson: want to bring attention is the active payroll issue be we do actually have a meeting yesterday to discuss the 12 clock So hope

372
00:55:03.150 --> 00:55:12.990
Ken Berkson: we're going to discuss next steps which could possibly involved, you know, bringing legal involved, just to get this moving fo

373
00:55:14.310 --> 00:55:23.100
Ken Berkson: um see retirement payments, these are all set to be method and May and June to wrap everything up for the.

374
00:55:23.790 --> 00:55:33.480
Ken Berkson: Contract settlements, the payroll files being delayed and the employer contribution interest rate calculations which we discus

375

00:55:34.110 --> 00:55:40.950
Ken Berkson: And that is what I believe Kevin wants to discuss going, you know after I am done.

376
00:55:41.880 --> 00:55:50.970
Ken Berkson: And the third and final thing I want to discuss is the participant survey that was sent out we get participants until May 17 t

377
00:55:51.300 --> 00:56:00.570
Ken Berkson: I think we've gotten about three little over 325 to 30 requests I think we received about 30 or 40 in the malady yesterday.

378
00:56:01.410 --> 00:56:09.930
Ken Berkson: And they do seem to be very positive ahead of last I think we were averaging in the 70s, in terms of positive feedback 70%.

379
00:56:10.410 --> 00:56:25.320
Ken Berkson: Last year and this year it looks like everybody is well into the 80s, so it sounds like the participants are happier with the

380
00:56:26.910 --> 00:56:29.910
Ken Berkson: that's the things I want to thank everybody tension.

381
00:56:32.070 --> 00:56:34.020
Ken Berkson: If anybody has any questions.

382
00:56:37.260 --> 00:56:38.940
Joe Pellegrino: Okay i'm.

383
00:56:40.290 --> 00:56:47.910
Joe Pellegrino: Topics anything here from Canada anybody wants to delve into this is the time to catch up on anything administrative Lee.

384
00:56:50.670 --> 00:56:54.480
Kevin Coyner: Joe yes coming when is it appropriate for me to come up with.

385
00:56:54.510 --> 00:57:02.160
Joe Pellegrino: I I i'd like you to go ahead, right now, I think it's important that you get on the record which what you should get on the

386
00:57:02.220 --> 00:57:11.430
Kevin Coyner: Okay um so we had a Member who got a letter dated April 12 from empower and he only retired two years ago.

387
00:57:12.540 --> 00:57:19.500
Kevin Coyner: And he was a deputy chief and empower saying that they're going to adjust his annuity by \$32 per month.

388
00:57:20.370 --> 00:57:31.620
Kevin Coyner: So you know it's not a big deal but it's still an adjustment and adjustment down and also they were going to go for a one tim

389
00:57:32.520 --> 00:57:41.850
Kevin Coyner: Because of a interest income miscalculation that they had made so this kind of raises a couple things first of all that the l

390
00:57:42.750 --> 00:57:48.840
Kevin Coyner: And, and there were other letter sent out to other people as well, who also experienced some errors as well, I guess, but tha

391
00:57:49.470 --> 00:57:55.560
Kevin Coyner: He the retiree felt that this was not correct and so he brought it up with me you brought up weekend.

392
00:57:56.220 --> 00:58:06.960
Kevin Coyner: And we started looking into it and and it sounded At first I think empower defended these changes and then after we push some

393
00:58:07.590 --> 00:58:25.320
Kevin Coyner: They eventually said realize they pull back the letter and issued a new letter I haven't seen that when you saying that they

394
00:58:25.410 --> 00:58:26.040
Kevin Coyner: and

395
00:58:26.070 --> 00:58:36.870
Kevin Coyner: They terminate you know what checks, do we go through, to make sure that their numbers are correct, and I know some of the an

396
00:58:37.530 --> 00:58:44.280
Kevin Coyner: And then the other thing is that I think that we need to have periodic oversight of people that can power milliman.

397
00:58:45.270 --> 00:58:55.320
Kevin Coyner: And and bring them to the board, just to have them kind of tell us about what they're doing and an update from their side bec

398
00:58:56.070 --> 00:59:08.100
Kevin Coyner: We deal with arrows all the time past errors that were made either by us, or possibly by whoever the Agency was it was handli

399
00:59:08.760 --> 00:59:16.890
Kevin Coyner: And that we, we probably need to bring them in just like we have neuberger Berman and all the time to kind of justify what th

400

00:59:17.250 --> 00:59:25.680
Kevin Coyner: At least once a year, bringing in power slash element to discuss exactly what they're doing for us, and why it's getting better.

401
00:59:26.040 --> 00:59:33.810
Kevin Coyner: And the fact that this letter went out and then, then they retracted it just a week and a half later after we started making

402
00:59:34.260 --> 00:59:37.170
Kevin Coyner: That bothers me and so I'd like to have them come in.

403
00:59:37.740 --> 00:59:45.660
Kevin Coyner: sometime in the next few months and explain to us in detail why this mistake happened and I already have had some of the explanation

404
00:59:46.020 --> 00:59:55.680
Kevin Coyner: come before the board and explain to us why that happened and how it happened and and what kind of oversight is available for

405
00:59:56.880 --> 01:00:02.400
Kevin Coyner: So that's one issue there's another issue that we can bring up, probably in new business as well, which is.

406
01:00:04.050 --> 01:00:09.210
Kevin Coyner: Employee contributions not withheld that I there on the list, if you want me to bring that up now.

407
01:00:09.570 --> 01:00:09.960
Joe Pellegrino: let's.

408
01:00:10.020 --> 01:00:17.160
Joe Pellegrino: Can we just take this one, first because I'd like commented on slowly want to let any other toast voice or comment.

409
01:00:18.000 --> 01:00:22.530
Joe Pellegrino: Kevin I think your thoughts are completely reasonable, and I agree with you.

410
01:00:22.920 --> 01:00:31.770
Joe Pellegrino: um I I, personally, I would schedule this for like September with them, so it gives them some Heads up, but I think you're

411
01:00:32.010 --> 01:00:43.140
Joe Pellegrino: To have our vendors course we see neuberger Berman, but we don't see these other vendors come before us, and I think it's v

412
01:00:43.500 --> 01:01:02.040
Joe Pellegrino: to let them know the importance and the reaction that we have when it when something like this happens, also second point,

413
01:01:03.630 --> 01:01:11.460
Joe Pellegrino: milliman and any of the vendors to always keep reviewing what's the process so that we can eliminate errors before they hap

414
01:01:12.090 --> 01:01:18.330
Joe Pellegrino: um I think my third point Kevin candidly is, I think this is really, really, this is exactly.

415
01:01:19.080 --> 01:01:24.930
Joe Pellegrino: really important of your role and what you're doing as a representative on this board to get this these things on the recor

416
01:01:25.230 --> 01:01:34.920
Joe Pellegrino: So I'm really glad that you spoke out on this today and we will absolutely get them and we will absolutely always address e

417
01:01:35.580 --> 01:01:42.570
Joe Pellegrino: We have really eliminated, a lot of them from us look at the past history and I don't want to dwell on the past but.

418
01:01:43.320 --> 01:01:57.030
Joe Pellegrino: I have come to the conclusion that in any process inevitably there's always someplace where there's human error that happen

419
01:01:57.390 --> 01:02:08.580
Joe Pellegrino: I'm not exaggerating it I'm not condoning it I'm just saying I personally come to the conclusion that every now and then we

420
01:02:09.000 --> 01:02:27.780
Joe Pellegrino: um so within that process, I still think what you're saying Kevin is spot on let's get them in front of us let's let them m

421
01:02:28.830 --> 01:02:38.520
Joe Pellegrino: errors and have them not happen to begin with those are my thoughts Kevin unless any I might waste it has his hand up so Mi

422
01:02:39.270 --> 01:02:48.960
Mike Wacek: yeah I mean, first of all, I mean doesn't pretty alarming and the and and thank God that the people involved.

423
01:02:51.480 --> 01:03:04.380
Mike Wacek: who got the letters had the confidence to push back because I mean this could have just gone through and to the detriment of ou

424
01:03:07.110 --> 01:03:16.650
Mike Wacek: As to whether we should get vendors in once a year, I would actually are you against doing it as a routine thing I think we sho

425

01:03:17.790 --> 01:03:26.340
Mike Wacek: Have empower and or milliman whoever's behind us come in to explain what they've done, I mean call them on the carpet, but.

426
01:03:27.390 --> 01:03:34.980
Mike Wacek: And I think we should do that whenever there is some problem, but I would recommend against making it a routine thing because.

427
01:03:35.340 --> 01:03:49.200
Mike Wacek: If they come in, once a year they're going to come in and give us a PowerPoint presentation and say everything's fine I just do

428
01:03:50.640 --> 01:03:51.030
Joe Pellegrino: Okay.

429
01:03:52.230 --> 01:03:54.120
Kevin Coyner: I just respond to some of that real quick and not.

430
01:03:54.420 --> 01:03:54.720
Joe Pellegrino: Sure, I.

431
01:03:54.930 --> 01:04:00.270
Kevin Coyner: don't disagree with you Mike I think that makes some sense I mean, because otherwise we're going to get some boring presentat

432
01:04:00.420 --> 01:04:00.720
Mike Wacek: yeah.

433
01:04:00.840 --> 01:04:04.800
Kevin Coyner: Everything everybody's time, but I would like to have them in on this particular.

434
01:04:04.890 --> 01:04:08.850
Kevin Coyner: Absolutely for sure, and I also.

435
01:04:10.680 --> 01:04:17.070
Kevin Coyner: You know, whenever I think we have enough, I suspect that they will probably come in, once a year now, not by.

436
01:04:18.690 --> 01:04:21.420
Kevin Coyner: That it's on the schedule, but because we probably.

437
01:04:21.420 --> 01:04:23.820
Kevin Coyner: Have that type of periodicity in.

438
01:04:24.240 --> 01:04:25.260
Kevin Coyner: That in our problems.

439
01:04:25.710 --> 01:04:26.220
Tom.

440
01:04:27.750 --> 01:04:30.630
Kevin Coyner: And then the second thing is that.

441
01:04:33.390 --> 01:04:39.090
Kevin Coyner: The you know, Ken and I were talking about these vendors and our one of our vendors, is our payroll.

442
01:04:39.750 --> 01:04:46.530
Kevin Coyner: And I know that ken's been having difficulty with them and they frequently it's you know it's not necessarily millman or empo

443
01:04:47.040 --> 01:05:00.360
Kevin Coyner: were actually manage our DPA stuff and but it's actually the payroll that generates a lot of the errors that then lead on to

444
01:05:01.650 --> 01:05:11.790
Kevin Coyner: Who the manager the payroll and and and ask them what they're doing, because I do know that we're having difficulties with th

445
01:05:12.960 --> 01:05:18.660
Joe Pellegrino: i'm comfortable with both those things Kevin are you comfortable with a September timeframe for those kind of discussions.

446
01:05:18.870 --> 01:05:25.380
Kevin Coyner: or payroll, yes, but with respect to empower and milliman i'd like to see it be done sooner, just so because it's fresh now m

447
01:05:25.410 --> 01:05:30.510
Joe Pellegrino: April, I think, do you think 10 this goes to can do you think we could get that on the agenda for.

448
01:05:30.510 --> 01:05:31.080
Joe Pellegrino: Next month.

449
01:05:32.940 --> 01:05:37.290
Ken Berkson: I will run it by milliman and see if they are available on the.

450

01:05:37.290 --> 01:05:41.880
Joe Pellegrino: 24th okay mom.

451
01:05:43.350 --> 01:05:54.000
Joe Pellegrino: married company's been want to put our hands up, I know that when it comes to payroll that that that was a that's going to

452
01:05:55.020 --> 01:06:05.160
Joe Pellegrino: From my point of view i'll try to get them on the agenda next month and offline i'll do my best to do that, I think you sho

453
01:06:05.790 --> 01:06:06.420
Kevin Coyner: Great Thank you.

454
01:06:06.600 --> 01:06:11.190
Joe Pellegrino: Okay i'm Mary pepe comment question.

455
01:06:12.000 --> 01:06:19.020
Mary Pepe: When you say when someone to come in to talk about payroll are you talking about the adp vendor.

456
01:06:19.650 --> 01:06:20.130
Yes.

457
01:06:21.750 --> 01:06:31.290
Mary Pepe: i'm not sure that's going to be a productive discussion, I mean I think people from our department would be happy to come in and

458
01:06:33.420 --> 01:06:37.500
Mary Pepe: ATP is a vendor for the entire town and.

459
01:06:38.580 --> 01:06:47.400
Mary Pepe: While and we just went through a transition and while there's certainly have been some glitches we're in the process of trying t

460
01:06:49.170 --> 01:06:53.550
Mary Pepe: Any answer I mean you can bring them in but I mean you're going to hear that they're working on the issues.

461
01:06:53.820 --> 01:06:56.400
Mary Pepe: Whatever i'm just not sure how productive that's going to be.

462
01:06:56.820 --> 01:07:09.120
Joe Pellegrino: Kevin Kevin, let me make a suggestion there why don't we hear from our own people in payroll first, and if that satisfactio

463
01:07:09.750 --> 01:07:12.450
Kevin Coyner: yeah no that's a good first step and that's fine you know and.

464
01:07:12.510 --> 01:07:12.840
Joe Pellegrino: I think.

465
01:07:12.960 --> 01:07:21.330
Kevin Coyner: Maybe we should not not necessarily always run through these meetings as quickly as we can, and you know we spend plenty of t

466
01:07:22.050 --> 01:07:33.120
Kevin Coyner: Some of these other issues are have a big impact on the retirees and ATP is one of them, and so I think it's worthy of a litt

467
01:07:33.810 --> 01:07:48.990
Kevin Coyner: Investigation and I, you know I think it's Okay, if we can spend more time talking about some of the issues he has with them,

468
01:07:49.710 --> 01:07:56.880
Joe Pellegrino: yeah no I think that's fine so we'll work on both of those topics for next month, and then my my.

469
01:07:57.630 --> 01:08:06.270
Joe Pellegrino: Request would be please, please have really good questions you know, let people know what your concerns real specifics are

470
01:08:06.630 --> 01:08:18.030
Joe Pellegrino: We can really get substantive discussion around what is the issue or issues and then for make make improvement, because thi

471
01:08:18.690 --> 01:08:27.450
Kevin Coyner: yeah I agree, I mean a lot of these i'm sure these things that Mary is working on, but they downstream to us and we.

472
01:08:28.860 --> 01:08:35.940
Mary Pepe: Just just and again it's just as an observation, just so people can just recognize something.

473
01:08:36.750 --> 01:08:53.070
Mary Pepe: One of the things it's somewhat unusual about our town payroll is that we we process payroll for every single area under one umb

474
01:08:53.130 --> 01:08:54.030
are so unique.

475

01:08:55.560 --> 01:08:59.010
Mary Pepe: So that does on occasion present challenges, because.

476
01:09:00.060 --> 01:09:11.340
Mary Pepe: Of the sort of uniqueness of the variety of payroll codes that come over from everything from police, fire teachers at the board

477
01:09:12.330 --> 01:09:25.680
Mary Pepe: So we have there's a lot of different moving parts to it that's one thing, the second thing is, and it is something that we are

478
01:09:26.850 --> 01:09:39.570
Mary Pepe: Fire police and the teachers at the board of ED us do not enter their time directly into the adp payroll system they enter it in

479
01:09:39.960 --> 01:09:48.510
Mary Pepe: That are unique to their particular professions and we all agree that that makes the most sense for those departments.

480
01:09:49.290 --> 01:09:55.770
Mary Pepe: But the challenge with that is that the payroll files that come over into a dp.

481
01:09:56.580 --> 01:10:03.600
Mary Pepe: don't present the sort of backstory so it becomes a little bit more difficult for the payroll department if there's an issue.

482
01:10:04.140 --> 01:10:14.880
Mary Pepe: With say somebody being incorrectly paid to go back and troubleshoot because we don't have backstory on those files, so we have

483
01:10:15.630 --> 01:10:26.970
Mary Pepe: Within the last couple weeks with those departments to see if we could configure those files coming over in such a way that we g

484
01:10:28.020 --> 01:10:28.920
Mary Pepe: As a matter of fact.

485
01:10:30.030 --> 01:10:39.690
Mary Pepe: In a recent discussion, the police department is actually we're going to have a computer that has access direct access to pass.

486
01:10:40.890 --> 01:10:50.580
Mary Pepe: In an attempt to again see the the back issues, and I know that our staff have been working with the firehouse people see what w

487
01:10:51.990 --> 01:11:11.430
Mary Pepe: Again we're not happy with http response to correcting some of the issues that we encountered in the latest conversion, but just

488
01:11:12.480 --> 01:11:30.030
Mary Pepe: To get a handle and we have brought in on our staff, we have two new competent people with extensive backgrounds, both with a dp

489
01:11:32.040 --> 01:11:45.120
Joe Pellegrino: Okay, all right i'm not withstanding in the comment or question now, I think that took us through the administrators report

490
01:11:48.480 --> 01:11:48.780
Joe Pellegrino: Can.

491
01:11:50.640 --> 01:11:52.170
Ken Berkson: I am done yes.

492
01:11:54.870 --> 01:11:56.010
Joe Pellegrino: Approval of retirement.

493
01:11:57.270 --> 01:11:57.990
Kevin Coyner: Joe can I.

494
01:11:58.020 --> 01:11:58.950
Joe Pellegrino: Just interrupt yeah.

495
01:11:59.280 --> 01:11:59.850
Joe Pellegrino: Sure go ahead.

496
01:12:00.120 --> 01:12:03.690
Kevin Coyner: On kenzie administrative report there was a section I.

497
01:12:04.710 --> 01:12:05.550
Kevin Coyner: Which is when.

498
01:12:07.350 --> 01:12:11.820
Kevin Coyner: Some of our it's about employee contributions and when there are deficiencies.

499
01:12:13.200 --> 01:12:20.040
Kevin Coyner: And I just want the board done to know that can i've been talking about this and I believe can and correct me if i'm wrong bu

500

01:12:20.880 --> 01:12:33.780
Kevin Coyner: You brought up now, the issue with legal department to see to get their view on it, but there are, and there have been occasi

501
01:12:34.860 --> 01:12:44.550
Kevin Coyner: So we should never have deficiencies, but we do from time to time, and most of the sometimes that's because some of the emplo

502
01:12:44.970 --> 01:12:51.840
Kevin Coyner: And came and they did not participate at that time and then they come into a police or fire position, and they have to partic

503
01:12:52.770 --> 01:13:02.700
Kevin Coyner: But there's also a number of cases where we've had some type of payroll error and that's why I bring up the adp issue as well

504
01:13:03.120 --> 01:13:17.880
Kevin Coyner: error or a something to do with injury leave or something like that that would create a deficiency and the employees have alw

505
01:13:19.470 --> 01:13:30.960
Kevin Coyner: That doesn't sound right to me, and this is why we're going to approach legal i'd like to see us approach, legal and to see i

506
01:13:31.650 --> 01:13:39.420
Kevin Coyner: Or is it something that we can fix if the employees so chooses can fix it on a timely basis when you know as soon as it's dis

507
01:13:40.950 --> 01:13:42.570
Kevin Coyner: I you know I understand it.

508
01:13:44.550 --> 01:13:50.730
Kevin Coyner: Do you know why, if you have a deficiency, it would probably be financially advantageous not to address that until your retir

509
01:13:51.300 --> 01:14:04.800
Kevin Coyner: But a lot of our employees who do have deficiencies would prefer just to clean that up and have a zero deficiency on their re

510
01:14:04.830 --> 01:14:05.340
Joe Pellegrino: See thank.

511
01:14:05.460 --> 01:14:07.500
Kevin Coyner: You think the director prevents us from doing.

512
01:14:07.950 --> 01:14:17.160
Joe Pellegrino: Right and I absolutely encourage you in Canada, work together on this with legal and clean it up, I appreciate your brain i

513
01:14:18.510 --> 01:14:21.060
Joe Pellegrino: This is fine, this is good Kevin go go for it.

514
01:14:22.170 --> 01:14:32.010
Joe Pellegrino: Okay, and the ministry is reporting us to get the retirees done we've got three any questions on the retirees.

515
01:14:33.300 --> 01:14:36.870
Joe Pellegrino: Hearing none, as someone want to move the show.

516
01:14:38.220 --> 01:14:46.020
Kevin Coyner: yeah i'm curious as to why again it's all kind of related on silver shield members Scott Johnson has a \$7,000 deficiency.

517
01:14:46.950 --> 01:14:47.460
Ken Berkson: They work.

518
01:14:47.610 --> 01:14:48.690
Ken Berkson: For different Union.

519
01:14:49.110 --> 01:14:51.030
Joe Pellegrino: Okay it's it's a.

520
01:14:51.270 --> 01:15:00.870
Joe Pellegrino: yeah classic carry over he had a deficiency before he came into silver shield yep okay i'm movement motion.

521
01:15:01.470 --> 01:15:04.380
Peter Mynarski: I move the may 1 retirements.

522
01:15:04.890 --> 01:15:05.850
Joe Pellegrino: Okay second.

523
01:15:06.210 --> 01:15:07.050
Andrew Greco: Second, second.

524
01:15:07.590 --> 01:15:09.060
Joe Pellegrino: Okay, all in favor.

525

01:15:09.180 --> 01:15:09.660
Mike Wacek: Aye.

526
01:15:10.410 --> 01:15:12.210
Joe Pellegrino: Alright hey next next topic.

527
01:15:14.640 --> 01:15:17.700
Joe Pellegrino: Payments to be approved payroll.

528
01:15:18.930 --> 01:15:23.820
Joe Pellegrino: neuberger Berman iron mountain federal express staff okay pretty straightforward.

529
01:15:24.870 --> 01:15:25.350
Joe Pellegrino: motion.

530
01:15:25.830 --> 01:15:27.540
Kevin Coyner: I move we make these payments.

531
01:15:28.140 --> 01:15:28.950
Peter Mynarski: Thanks second.

532
01:15:29.400 --> 01:15:31.770
Joe Pellegrino: Thank you all in favor Aye.

533
01:15:32.370 --> 01:15:32.640
Aye.

534
01:15:33.660 --> 01:15:34.200
Mike Wacek: Okay.

535
01:15:34.590 --> 01:15:35.820
Joe Pellegrino: Next slide please.

536
01:15:38.130 --> 01:15:40.530
Joe Pellegrino: that's just the reconciliation.

537
01:15:42.090 --> 01:15:44.610
Joe Pellegrino: We got some deaths that's always unfortunate.

538
01:15:47.250 --> 01:15:48.750
Joe Pellegrino: got some changes.

539
01:15:50.220 --> 01:16:01.590
Joe Pellegrino: And some retirements okay I don't think we vote on this, this is just to share with us how we have a variance from month to

540
01:16:06.090 --> 01:16:07.020
Ken Berkson: that's it actually.

541
01:16:07.590 --> 01:16:11.130
Joe Pellegrino: Thank you done okay anything else on the agenda.

542
01:16:13.230 --> 01:16:24.450
Joe Pellegrino: We did not know military box was no executive session, I think we had a really good meeting pretty efficient and thorough,

543
01:16:24.960 --> 01:16:27.030
Mike Wacek: So most removed tracking.

544
01:16:27.810 --> 01:16:29.160
Joe Pellegrino: Okay, all in favor.

545
01:16:29.460 --> 01:16:30.420
Mike Wacek: Aye Aye.

546
01:16:31.170 --> 01:16:33.990
Joe Pellegrino: There I want you know, everybody was joyful to see you today.

547
01:16:35.010 --> 01:16:36.990
Joe Pellegrino: and have a great day, have a great day.

548
01:16:37.470 --> 01:16:38.790
Joe Pellegrino: This was a good meeting thanks.

549
01:16:38.820 --> 01:16:40.530
Kevin Coyner: Thanks everyone one more thing.

550

01:16:41.040 --> 01:16:41.520
Joe Pellegrino: yeah Kevin.

551
01:16:41.640 --> 01:16:43.800
Kevin Coyner: Are we any closer and getting back to in person meetings.

552
01:16:44.550 --> 01:16:44.910
Joe Pellegrino: Oh.

553
01:16:45.000 --> 01:17:04.800
Joe Pellegrino: Great question I i'm back in Connecticut may the 10th i'm kind of hoping we could do it next month, so that's a great quest

554
01:17:05.910 --> 01:17:20.370
Joe Pellegrino: I saw the CDC lifted guidelines for those who have had vaccines to not even have to wear a mask in public anymore so i'm fe

555
01:17:20.760 --> 01:17:23.610
Mike Wacek: And yeah but Connecticut hasn't changed its rules, yet.

556
01:17:24.150 --> 01:17:28.350
Joe Pellegrino: Okay, thanks for that caviar like I was feeling really strong before that okay.

557
01:17:30.870 --> 01:17:31.260
Joe Pellegrino: um.

558
01:17:31.590 --> 01:17:38.490
Kevin Coyner: yeah when we do go back to them and, hopefully, it is next month, I think we should also always preserve the zoom option as w

559
01:17:39.570 --> 01:17:53.430
Joe Pellegrino: Now that's the that's the doing it both ways I don't know where the town is on that one yet, by the way, just so you know t

560
01:17:54.900 --> 01:17:57.210
Joe Pellegrino: Okay alright see you guys.